**Your Congregation’s GEO Index**

**(effective July 1, 2016)**

**Overview**: The UUA Recommended Salary Ranges are based on wage rates (not the cost-of-living) in communities across the United States and Canada. Wage data in Canada is gathered in Canadian dollars and compared the Canadian national average. The Office of Church Staff Finances assigns one of seven Geo Indices to each congregation using wage data compiled by the Economic Research Institute (ERI). Geo

Index 3 represents wages near the national average. Geo Index 3 wages range from 97 to 102.9 percent of the national average.

 (In the U.S., all seven Geo Indices are used because some locations have wage rates that exceed 115% of their national average. In Canada, wage disparity across locations is not as great, so Geo Indices 6 and 7 are not needed.)

Wage data in Canada is gathered in Canadian dollars and compared to the Canadian national average.

The seven Geo Indices represent communities as follows:

Geo Index 1: Average wages below 91 percent of the US average Geo Index 5: Average wages between 109 and 114.9 percent 

Geo Index 2: Average wages between 91 and 96.9 percent Geo Index 6: Average wages between 115 and 120.9 percent

Geo Index 3: Average wages between 97 and 102.9 percent Geo Index 7: Average wages exceeding 121 percent Geo Index 4: Average wages between 103 and 108.9 percent

# **2016 Geo Index Rankings**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **City** | **Province** | **Classification** |  | **City** | **Province** | **Classification** |  | **City** | **Province** | **Classification** |
| Arborg | Manitoba | 1 |  | Kingston | Ontario | 3 |  | Saint John | New Brunswick | 2 |
| Barrie | Ontario | 3 | Kitchener-Waterloo | Ontario | 3 | Salt Spring Island | British Columbia | 3 |
| Brooklin (Whitby) | Ontario | 4 | Lachine | Quebec | 3 | Sarnia | Ontario | 4 |
| Calgary | Alberta | 5 | Lethbridge | Alberta | 3 | Saskatoon | Saskatchewan | 3 |
| Charlottetown | Prince Edward Island | 2 | London | Ontario | 3 | Stratford | Ontario | 3 |
| Comox | British Columbia | 3 | Mississauga | Ontario | 4 | Surrey | British Columbia | 4 |
| Don Mills | Ontario | 4 | Montreal | Quebec | 3 | Thunder Bay | Ontario | 3 |
| Edmonton | Alberta | 4 | Nanaimo | British Columbia | 4 | Toronto | Ontario | 4 |
| Etobicoke | Ontario | 4 | New Westminster | British Columbia | 4 | Vancouver | British Columbia | 4 |
| Fergus | Ontario | 3 | Niagara Falls | Ontario | 3 | Victoria | British Columbia | 4 |
| Fredericton | New Brunswick | 2 | North Hatley | Quebec | 2 | West Vancouver | British Columbia | 4 |
| Guelph | Ontario | 3 | Olinda (Leamington) | Ontario | 3 | Winnipeg | Manitoba | 3 |
| Halifax | Nova Scotia | 2 | Ottawa | Ontario | 4 |  |  |  |
| Hamilton | Ontario | 3 | Owen Sound | Ontario | 2 |
| Kamloops | British Columbia | 3 | Peterborough | Ontario | 3 |
| Kelowna | British Columbia | 3 | Red Deer | Alberta | 3 |
|  |  |  |  | Regina | Saskatchewan | 3 |  |  | | |